

## BUDAYA KESEHATAN DAN KESELAMATAN KERJA PADA RUMAH SAKIT DR WAHIDIN SUDIROHUSODO MAKASSAR

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### ABSTRACT

Government as the determinant of policy directions continuously effort to improve the service of hospital as the part of health service for the community. One of the requirement is to implement the system of health and work safety in the hospital. This has been regulated by regulation No. 23 Year 1992 about the health on the article 23. The health culture and work safety defined as the product of group and individual in form of value, behavior, competency and the type of behavior in form of commitment and style and competency from the system of health and work safety management. Due the change of work safety measurement by considering the number or the level of work accident to the measurement focusing on the culture of work safety, the researcher then considered to conduct the research about the description and the level of health culture and work safety at Dr. Wahidin Sudirohusodo hospital as hospital Type with the dangerous level by possessing the complicated and dangerous service where there must be a good culture of work safety and health. The type of this research used was survey with the descriptive approach aiming to find the description and the culture level of health and work safety based on the length of work, age, work area and the history of accident by distributing questionnaire. The number of sample were 100 respondents determined with quote technique. The results showed that the level of work safety and health performed by staff at installation unit Lontara 1 and Lontara 2 possessing the health and work safety standard with score 54%. Based on the dimension of health and work safety obtaining the highest score was the risk level dimension with the score 61% and included in strong category. This research necessary to increase the health culture and work safety to the strong level through good communication with top-down and horizontal communication in management, regulating and the procedure of health and work safety that easily understood by worker, the increase of human resources quality in the effort to comprehend and apply the health and work safety at hospital.

**Key Words : Culture, Health And Work Safety Culture, Hospital**

### PENDAHULUAN

Sejalan dengan visi Departemen Kesehatan Indonesia sehat 2010 maka salah satu strategi yang dilakukan adalah profesionalisme termasuk profesionalisme masyarakat pekerja rumah sakit. Pemerintah sebagai penentu arah kebijakan, secara terus menerus mengupayakan peningkatan pelayanan rumah sakit sebagai bagian dari pelayanan kesehatan bagi masyarakat. Salah satu persyaratan tersebut adalah menerapkan sistem keselamatan dan kesehatan kerja di rumah sakit. Pentingnya penerapan kesehatan dan keselamatan kerja di rumah sakit juga diatur dalam undang-undang RI Nomor 23 tahun 1992 tentang kesehatan pasal 23 dikatakan bahwa : (1) kesehatan kerja diselenggarakan untuk mewujudkan produktivitas kerja yang optimal, (2) Kesehatan kerja meliputi pelayanan kesehatan kerja, pencegahan penyakit akibat kerja, dan syarat kesehatan kerja<sup>1</sup>.

Pusat pencegahan dan pengendalian penyakit

(Centers for Disease Control and Prevention) memperkirakan lebih dari 380.000 cedera akibat dari benda tajam yang terjadi pada petugas pelayanan kesehatan di Rumah Sakit Amerika. Diperkirakan dari semua kasus cedera petugas pelayanan kesehatan, 600.000 sampai 800.000 tertusuk oleh jarum suntik atau benda tajam lainnya yang terkontaminasi oleh patogen darah seperti HIV, Virus Hepatitis B dan Virus Hepatitis C. Gambaran ini menunjukkan masih lemahnya penegakan dan pelaksanaan kesehatan dan keselamatan kerja di rumah sakit.

Budaya adalah suatu keseluruhan kompleks yang meliputi pengetahuan, kepercayaan, kesenian, moral, keilmuan, hukum, adat istiadat, dan kemampuan yang lain serta kebiasaan yang didapat oleh manusia sebagai anggota masyarakat<sup>2</sup>. Budaya kerja merupakan sekelompok pikiran dasar atau program mental yang dapat dimanfaatkan oleh suatu golongan masyarakat<sup>3</sup>. Budaya kesehatan dan keselamatan